

From: "Adams, Ben C." <badams@bakerdonelson.com>
To: "William Gibbons (wgibbons)" <wgibbons@memphis.edu>
btaylor@memphistomorrow.org
CC: "Sharon Walker" <swalker@memphiscrime.org>
Date: 1/22/2018 11:51:04 AM
Subject: RE: MPD

Look at their Workforce Plan in presentation to MT Board at 10/30 meeting. page 8 of powerpoint. calls for graduating 210 from academy in 18,19,20 and 21 plus 25 lateral recruits each year. Not clear whether calendar year or what dates but this is calling for 235 total each year. How many come from PSTs is not covered which I guess is not as important as getting the 235 from somewhere.

From: William Gibbons (wgibbons) [mailto:wgibbons@memphis.edu]
Sent: Monday, January 22, 2018 9:15 AM
To: Adams, Ben C.; btaylor@memphistomorrow.org
Cc: Sharon Walker
Subject: Re: MPD

How about 11:30 ? Sam, can you arrange a conference call among the three of us ?

Bill Gibbons

Executive Director
Public Safety Institute

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From: Adams, Ben C. <badams@bakerdonelson.com>
Sent: Monday, January 22, 2018 8:51 AM
To: btaylor@memphistomorrow.org
Cc: William Gibbons (wgibbons)
Subject: Re: MPD

I am good 11-3

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On Jan 22, 2018, at 7:59 AM, Blair Taylor <btaylor@memphistomorrow.org> wrote:

I can talk after 11

Sent from my iPhone. Please excuse typos.

On Jan 22, 2018, at 7:04 AM, William Gibbons (wgibbons) <wgibbons@memphis.edu> wrote:

This is going to take a meeting with the mayor, Alex and Doug. Their position seems to be that the PST language in the agreement is not worded correctly.

Do you want me to set up the meeting?

Bill

Sent from my iPhone

On Jan 21, 2018, at 10:59 PM, Blair Taylor
<btaylor@memphistomorrow.org> wrote:

Right!

Sent from my iPhone. Please excuse typos.

On Jan 21, 2018, at 10:52 PM, Adams, Ben C.
<badams@bakerdonelson.com> wrote:

I can talk all am. I thought idea was to have 200 Psts by end of this year and for part to roll into academy each year. By 2020 we we were not supposed to recruit much because sworn officers to come from PSTs. We would need to recruit 100 PSTs each year to ultimately fill academy 2 years later. So 100 PSTs for 4 years I thought was correct.

Sent from my iPad

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On Jan 21, 2018, at 10:41 PM, Blair Taylor
<btaylor@memphistomorrow.org> wrote:

We need to discuss all this ASAP and have a
group decision between the three of us. I'm
not comfortable with the rolling back you
suggest.

Sent from my iPhone. Please excuse typos.

On Jan 21, 2018, at 9:54 PM, William
Gibbons (wgibbons)
<wgibbons@memphis.edu> wrote:

The mayor and I had a good
conversation about the 2018
Milestones/Benchmarks relating
to MPD staffing to be shared
with the board Thursday.

The agreement between the
City and the Crime Commission
refers to graduating 200
officers. We agreed that should
be the goal (even though the
director is uncomfortable with
it) and that it should include
both fresh recruits and lateral

hires. So, the Milestone will read something like: Employ at least 200 new MPD commissioned officers.

Graduating 100 new PSTs each year for 4 years is, according to the mayor, an error for which Alex takes the blame. (That would be 400 PSTs !) He feels the intent is to have about 100 PSTs in place at any given time, which makes sense. So, the Milestone will read something like: Employ at least 30 new MPD PSTs, bringing the total to approximately 100.

At the same time , the attrition rate language in the agreement is way off! Reducing attrition to less than 115 not counting retirements and disabilities is a slam dunk ! The 115 figure is intended to include those two categories. So, the Milestone will simply read something like: Have an attrition rate among MPD commissioned officers of less than 115. (In 2017, it was about 130.)

MPD may not be comfortable with all of this, but the mayor has the last say!

Bill

Sent from my iPad

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